

**CITY OF AUBURN
AND
AUBURN EMPLOYEES ASSOCIATION
SEPTEMBER 12, 2019**

TENTATIVE AGREEMENT*

1. Term:

- 3 – Years; July 1, 2019 – June 30, 2022

2. Salary:

- Year 1 – 2% salary increase effective July 1, 2019
- Year 2 – 2 % salary increase*, effective July 1, 2020
- Year 3 – 2% salary increase*, effective July 1, 2021

*Subject to financial ability to meet future MOU commitments.

3. Onetime Payment

- Effective the first pay period after ratification of this Memorandum of Understanding by the City Council, the City shall pay a onetime payment of \$1,000 to each employee.

4. Uniforms

Allow employees to have the discretion to exchange items with other necessary or needed items with equal or less value. This will not be an expenditure for the City. Other items may include, but are not limited to, inner shoe soles, belts, hats and socks and glasses.

5. Life Insurance

The City shall provide life insurance for all full-time, regular employees in the unit in the amount of ~~\$20,000~~ 50,000 for each employee. Each employee shall be allowed to purchase additional amounts of live insurance above the ~~\$20,000~~ 50,000 provided by the City. These additional amounts will be paid for by the employee and may be paid for through payroll deductions.

6. Clean Up Items

See attached DRAFT MOU.

*Subject to City Council final approval of MOU.

*T. A. Did
Ratified
9/12/19*